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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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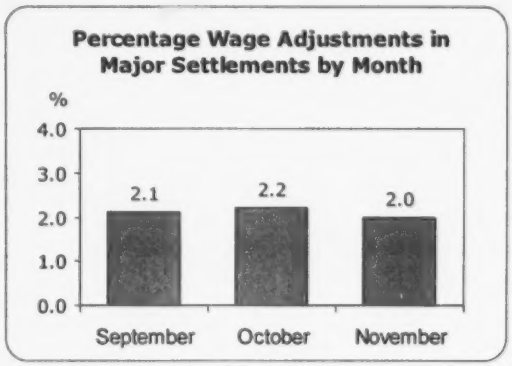
Wage Settlements

Covering 500 or More Employees

November 2009

Major collective bargaining settlements in November 2009 provided base-rate wage adjustments averaging 2.0% annually over the contract term. The results are based on a review of 15 settlements and cover 39,180 employees.



When the parties to these settlements previously negotiated, contract duration averaged 35 months and the resulting wage adjustments averaged 2.4%, compared to the 2.0% in their current round of settlements and average contract duration of 28 months.

In November 2009, wage increases were larger in the public sector than in the private sector. Wage adjustments in the public sector averaged 2.4%. The results are based on a review of 8 settlements and cover 22,560 employees. Wage adjustments in the public sector averaged from 1.8% (3,180 teaching assistants at McMaster University) to a high of 3.1% (800 teaching assistants with the University of Toronto).

In the private sector, wage adjustments averaged 1.3%; the private-sector results are based on a review of 7 settlements and cover 16,620 employees; the lowest adjustment was recorded at Prevost Car inc. in Quebec, where 970 employees received a wage increase averaging 0.3% (a wage freeze in the first year). The largest adjustment was with the

Canada

Construction Management Bureau Ltd. in Nova Scotia, at 2.5% (800 electrical workers). Metro Inc., in Ontario settled with 1,800 grocer distribution employees for wage adjustments averaging 1.7%, and with 10,000 retail employees at 1.4%.

On a jurisdiction basis, the highest average wage adjustment was in British Columbia (3.0% in a single agreement, the Emergency Health Services Commission). The lowest adjustment was in Quebec (0.9%). The largest concentration of employees (69.7%) was in Ontario (due largely to the Metro Inc. settlement mentioned above and an Ontario Hospital Association agreement providing 7,970 employees with wage gains averaging 2.5%); wage adjustments in Ontario averaged 1.8%.

On an industry basis, wage adjustments were lowest in the manufacturing sector (0.8%) and highest in the transportation sector (2.8%). The largest concentration of employees (39.4% of employees) was in education, health and social services with wage adjustments averaging 2.5%.

In November 2009, 5.4% of employees received wage increases from 0.1 to 0.9%; 43.1% of employees recorded average annual wage adjustments in the 1.0 to 1.9% range; 40.5% of employees received wage adjustments in the 2.0 to 2.9% range and 11% of employees received adjustments of 3.0% and over.

This year to date (January to November 2009) wage adjustments averaged 2.4%. The results are based on 289 agreements covering 760,890 employees. Wage adjustments are averaging 2.5% in the public sector and 1.8% in the private sector.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2009		
	September	**October**	**November**
Sectors			
Public Sector	2.2	2.2	2.4
Private Sector	2.0	1.8	1.3
All Industries/Jurisdictions			
Average Annual Adjustment	2.1	2.2	2.0
Non-COLA	2.2	2.2	2.0
COLA	0.9	2.0	0.3
First-Year Adjustment	2.3	2.3	2.0
Non-COLA	2.5	2.4	2.1
COLA	0.0	1.9	0.0

	2009		
	September	**October**	**November**
Industries			
Utilities	-	2.4	2.4
Construction	-	2.4	2.5
Manufacturing	0.9	1.1	0.8
Wholesale and Retail Trade	-	2.5	1.4
Transportation	2.0	2.1	2.8
Information and Culture	-	1.3	2.0
Finance and Professional Services	3.0	-	-
Education, Health and Social Services	2.7	2.3	2.5
Public Administration	1.7	2.2	-
Jurisdictions			
Nova Scotia	-	2.2	2.5
Quebec	-	3.3	0.9
Ontario	2.3	2.0	1.8
Manitoba	-	2.4	2.4
Alberta	-	4.7	-
British Columbia	-	-	3.0
Multiprovince	3.0	-	-
Public Service Labour Relations Act	1.7	1.7	-
Canada Labour Code, Part I	2.0	1.9	2.8
Federal Jurisdiction	1.7	1.8	2.8

Average Annual Percentage Wage Adjustments by Quarter

	2008	2009		
	4th	**1st**	**2nd**	**3rd**
Sectors				
Public Sector	3.4	2.4	2.8	2.1
Private Sector	2.9	2.8	1.9	1.6

	2008	2009		
	4th	1st	2nd	3rd
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	2.4	2.7	1.9
Non-COLA	3.4	2.4	2.7	1.9
COLA	2.2	3.0	2.9	0.8
First-Year Adjustment	3.5	2.9	2.6	1.8
Non-COLA	3.5	2.9	2.6	1.8
COLA	2.2	3.0	2.4	0.0
Industries				
Primary Industries	3.2	2.5	-	-
Utilities	5.9	4.1	3.0	3.0
Construction	-	-	3.7	4.2
Manufacturing	1.8	2.9	1.8	1.2
Wholesale and Retail Trade	3.4	1.9	2.0	1.9
Transportation	2.9	1.9	1.7	0.3
Information and Culture	2.0	1.9	2.2	2.7
Finance and Professional Services	2.6	1.6	2.8	2.9
Education, Health and Social Services	3.4	3.6	2.9	2.6
Entertainment and Hospitality	3.2	2.5	1.5	1.9
Public Administration	3.4	1.9	2.4	2.0
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	5.0	-
Prince Edward Island	-	3.6	-	-
Nova Scotia	2.9	3.0	-	3.4
New Brunswick	3.7	-	-	6.0
Quebec	2.4	1.7	2.8	-
Ontario	3.1	2.5	2.5	2.2
Manitoba	1.8	2.8	3.2	-

	2008	2009		
	4th	1st	2nd	3rd
Saskatchewan	3.5	5.3	-	4.8
Alberta	5.0	4.5	4.5	-
British Columbia	2.5	-	2.8	2.9
Territories	-	-	2.4	-
Multiprovince	-	-	-	3.0
Public Service Labour Relations Act	-	1.7	1.7	1.7
Canada Labour Code, Part I	2.5	1.9	1.3	0.3
Federal Jurisdiction	2.5	1.8	1.6	0.8

Average Annual Percentage Wage Adjustments by Year

	2006	2007	2008	2009
Sectors				
Public Sector	2.6	3.4	3.5	2.5
Private Sector	2.3	3.2	2.5	1.8
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	3.3	3.2	2.4
Non-COLA	2.5	3.3	3.4	2.4
COLA	2.6	3.4	1.7	2.3
First-Year Adjustment	2.4	3.9	3.6	2.6
Non-COLA	2.4	3.9	3.8	2.6
COLA	2.6	3.5	1.9	1.9
Industries				
Primary Industries	2.8	4.7	4.3	2.5
Utilities	2.3	3.9	2.3	3.0
Construction	3.7	3.4	5.4	3.7
Manufacturing	2.3	2.5	1.1	1.7
Wholesale and Retail Trade	1.2	2.4	2.8	1.7

	2006	2007	2008	2009
Transportation	2.1	2.7	3.1	1.1
Information and Culture	2.5	3.0	2.0	2.1
Finance and Professional Services	2.8	3.6	2.8	2.6
Education, Health and Social Services	2.6	3.5	3.8	3.0
Entertainment and Hospitality	2.9	3.3	1.9	2.0
Public Administration	2.8	3.5	2.8	2.1
Jurisdictions				
Newfoundland and Labrador	1.7	1.6	5.0	5.0
Prince Edward Island	2.7	2.8	3.0	3.6
Nova Scotia	3.2	3.0	4.1	2.9
New Brunswick	3.0	2.5	3.7	6.0
Quebec	2.1	3.2	2.3	2.3
Ontario	2.5	3.1	2.6	2.4
Manitoba	2.6	3.0	3.4	2.8
Saskatchewan	2.1	4.1	5.1	5.0
Alberta	3.4	4.9	4.8	4.6
British Columbia	2.5	3.0	2.7	2.8
Territories	3.0	3.0	4.4	2.4
Multiprovince	3.6	3.6	-	3.0
Public Service Labour Relations Act	2.7	3.1	3.0	1.7
Canada Labour Code, Part I	2.0	2.7	2.9	1.1
Federal Jurisdiction	2.3	2.9	2.9	1.6

***Note**: Data for 2009 cover the months of January through November.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1989

Year	Public	Private	Both Sectors
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6

Year	Public	Private	Both Sectors
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.2	3.3
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4

***Note**: Data for 2009 cover the months of January through November.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 255KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in November 2009

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Utilities				
Manitoba Hydro province-wide, Manitoba Canadian Union of Public Employees (CLC) office employees; technical employees	1,200	2.4	45.4	Dec 31, 2012
Manitoba Hydro province-wide, Manitoba International Brotherhood of Electrical Workers (AFL-CIO/CLC) service and maintenance employees; linemen	2,910	2.5	31.1	Dec 31, 2011
2 agreements	**4,110**	**2.4**	**35.3**	
Construction				
Nova Scotia Construction Labour Relations Association Mainland, Nova Scotia International Brotherhood of Electrical Workers (AFL-CIO/CLC) electricians	800	2.5	36.0	Apr 30, 2012
1 agreement	**800**	**2.5**	**36.0**	
Manufacturing				
Compagnie Kenworth du Canada, division de Paccar du Canada Limitée Sainte-Thérèse, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees; office employees	630	1.0	60.0	Nov 29, 2014
Electrolux Canada Corp. L'Assomption, Quebec International Association of Machinists and Aerospace Workers (AFL-CIO/CLC) production employees	1,270	1.4	48.0	Mar 17, 2013
Maple Lodge Farms Ltd. Norval, Ontario United Food and Commercial Workers Canada (CtW/CLC) production employees	1,150	0.5	35.0	Sep 12, 2012

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Prevost Car inc. Sainte-Claire, Quebec; Bellechasse, Quebec; and Québec, Quebec National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) plant and maintenance employees	970	0.3*	36.0	Jun 30, 2012
4 agreements	**4,020**	**0.8**	**43.3**	
Wholesale and Retail Trade				
Metro Inc. province-wide, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) grocery distribution centre employees	1,800	1.7	36.0	Oct 17, 2012
Metro Inc. province-wide, Ontario United Food and Commercial Workers Canada (CtW/CLC) retail employees	10,000	1.4	24.0	Sep 26, 2011
2 agreements	**11,800**	**1.4**	**25.8**	
Transportation				
Marine Atlantic Inc. Atlantic Coast, Multiprovince National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) unlicensed personnel	600	2.8	36.0	Dec 31, 2010
1 agreement	**600**	**2.8**	**36.0**	
Information and Culture				
Toronto Public Library Board Toronto, Ontario Canadian Union of Public Employees (CLC) librarians; office employees	2,400	2.0	36.0	Dec 31, 2011
1 agreement	**2,400**	**2.0**	**36.0**	

Industry, Employer, Location, Union and Bargaining Unit	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services				
Emergency Health Services Commission Vancouver, British Columbia Canadian Union of Public Employees (CLC) ambulance technicians; dispatchers	3,500	3.0	12.0	Mar 31, 2010
McMaster University Hamilton, Ontario Canadian Union of Public Employees (CLC) teaching assistants	3,180	1.8	24.0	Aug 31, 2011
Ontario Hospital Association province-wide, Ontario Ontario Public Service Employees Union (CLC) laboratory technicians	7,970	2.5	24.0	Mar 31, 2011
University of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) teaching assistants	800	3.1	36.0	Aug 31, 2012
4 agreements	**15,450**	**2.5**	**21.9**	
Agreements with COLA - 1 agreement	**970**	**0.3**	**36.0**	
Agreements without COLA - 14 agreements	**38,210**	**2.0**	**27.8**	
All Agreements - 15 agreements	**39,180**	**2.0**	**28.0**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200KB).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CPAA	6,460	B	Dec 09
Canada Post Corporation	CUPW	6,000	B	Sep 09
Government of Canada	ACFO	2,260	B	Nov 09
Federal Jurisdiction, Private Sector				
VIA Rail Canada Inc.	CAW Canada	2,910	B	Dec 09
Canadian National Railway Company	Teamsters Canada	2,000	ARB	Dec 07/Dec 08
Canadian Pacific Railway	IBEW/ Teamsters Canada	1,500	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	B	Jun 09
TELUS Communications (Quebec) Inc.	CUPE	1,010	B	Dec 09
Groupe TVA Inc.	CUPE	1,000	B	Dec 09
Maritime Employers Association (Que.)	CUPE	950	B	Dec 08
Jazz Air LP	CFAU	780	B	Jun 09
NAV CANADA	CAW Canada	350	ARB	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation de la santé et des services sociaux	Various unions	174,820	B	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B	Mar 10
Gouvernement du Québec	Various unions	68,990	B	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B	Mar 10
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	B/CO	Mar 08/ Mar 09
Ontario Hospital Association	SEIU	15,000	MED	Oct 09
City of Montréal	Various unions	14,030	ARB/BaWS/ TENT	Dec 06/Aug 08
Government of Saskatchewan	CUPE/SGEU	13,690	B	Sep 09
Government of Manitoba	MGEU	13,500	B	Mar 10
Regional Health Authorities of Manitoba	MNU	11,000	B	Sep 09
College Compensation Appointments Council	OPSEU	8,600	CO	Aug 09
Nova Scotia Association of Health Organizations	CAW Canada/ CUPE	5,700	B/CO	Mar 09
City of Toronto	IAFF	3,000	B	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Nova Scotia	CUPE	1,650	B	Oct 09
City of Saskatoon	CUPE	1,490	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Hydro-Québec	Engineers	1,490	B	Dec 08
City of Edmonton	Police	1,450	ARB	Dec 08
City of Regina	CUPE	1,200	B	Dec 09
Halifax Regional Municipality	CUPE/NSUPE	1,130	B/CO	Oct 08
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Government of Yukon	YTA	690	MED	Jun 09
Government of Nunavut	NTA	640	B	Jun 09
Prince Edward Island Department of Health	IUOE	610	CO	Mar 09
Provincial and Territorial Jurisdictions, Private Sector				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09

Employer	Union	Employees	Status*	Expiry Month
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Dominion Stores (N.L.)	CAW Canada	1,700	B	Dec 09

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Nothing to report.			
Federal Jurisdiction, Private Sector			
Nothing to report.			
Provincial and Territorial Jurisdictions, Public Sector			
Capital District Health Authority	NSGEU	8,350	Oct 09
Government of New Brunswick	NBUPPE	4,640	Dec 09
Nova Scotia Association of Health Organizations	NSNU	4,610	Oct 09
Government of Yukon	PSAC	3,200	Dec 09

Employer	Union	Employees	Expiry Month
Provincial and Territorial Jurisdictions, Private Sector			
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	Apr 10
Lakeside Packers, division of Lakeside Feeders Ltd.	UFCW Canada	2,100	Dec 09
Fishery Products International Limited	CAW Canada	1,700	Dec 09
Maple Leaf Consumer Foods, division of Maple Leaf Foods Inc.	UFCW Canada	1,200	Mar 10
Xstrata Nickel, Sudbury Operations	CAW Canada	1,000	Jan 10

Major Work Stoppages

Involving 500 or more employees, from **December 18, 2009 to January 7, 2010**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
MVT Canadian Bus Inc. (HandyDART) Vancouver, British Columbia Amalgamated Transit Union 500 bus drivers and dispatchers (12% essential services)	Benefits and working conditions	Oct 26/2009	Jan 4/2010
Olymel, Limited Partnership Saint-Hyacinthe, Quebec United Food and Commercial Workers Canada 500 packing house employees	Wage freeze and working schedule	Oct 9/2009	Jan 5/2010

Employer, Location, Union, and Employees	Issues	Starting	Ending
Serco DES Inc. (DriveTest) Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 500 administrative and support employees	Not available	Aug 21/2009	Jan 4/2010
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 870 production employees		Aug 3/2009 Lockout	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- 2010 Calendars of Expiries and Reopeners

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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